

July 2021

LITTLE HORKESLEY PARISH COUNCIL EQUALITY AND DIVERSITY POLICY

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Introduction

- The Parish Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
- The Parish Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- An up-to-date copy of this policy will be available on the Parish Council's website

Purpose

This policy has been developed to protect all employees against less favourable treatment, both during the recruitment process and within the terms and conditions of employment.

Aims

Little Horkesley Parish Council aims to be an employer which provides a fair and inclusive working environment that:

- ensures equality of opportunity to enable all employees to contribute to the Council and achieve personal development
- is free from discrimination, harassment, bullying and victimisation of any kind
- reflects all sections of society

The Parish Council recognises that supporting equality is of primary importance.

This policy will help Councillors and employees of the Council to develop sound and effective policies which meet its duty under the Equality Act 2010.

Principles

Little Horkesley Parish Council confirms its opposition to discrimination with reference to the Equality Act 2010

Equality Act 2010

The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.

The Equality Act 2010 places a Public Sector Duty on the Parish Council to work to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
- advance equality of opportunity between persons who share a protected characteristic and persons who don't share it.
- foster good relations between persons who share a relevant protected characteristic and persons who don't share it.

The Equality Act prevents discrimination against any individual. This includes, but is not limited to the following characteristics (known as Protected Characteristics under the Act)

- *Age*
- *Disability*
- *Gender*
- *Marital status and civil partnerships*
- *Pregnancy and maternity*
- *Race*
- *Religion and beliefs*
- *Sexual orientation*
- *Ethnic origin*
- *Nationality*

Responsibilities

The Parish Council is committed to:

- Promoting equality and opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect and are valued.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling its legal obligations under the Equality Act 2010

Date of policy: July 2021

Review Date: July 2023

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